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LABOUR & E.S.I. DEPARTMENT

NOTIFICATION

The 24th July, 2025

No.6721—LESI-LL2-FM-0008/2025/LESI. — Whereas, the proviso to clause (b) of sub-section (1) of Section 66 of the Factories Act, 1948 as amended vide the Factories (Odisha Amendment) Act, 2020, provides that the State Government may, by notification, allow women workers to work with their consent even between the hours of 7.00 p.m. and 6.00 a.m. in any factory, if the State Government is satisfied that the factory has taken adequate safety, security, welfare measures and such safeguards as notified by the State Government, from time to time.

Now, therefore, to expand employment opportunities for women in Factories and for Ease of Doing Business, the Government after careful consideration and in exercise of the said powers, do hereby allow the Registered Factories in the State to engage women workers between 7.00 p.m. and 6.00 a.m., subject to the following conditions:-

1. The consent of women workers willing to work in night shift shall be taken in writing;
2. No woman shall be employed against the maternity benefit provisions laid down under the Maternity Benefit Act, 1961;
3. Adequate transportation facilities with GPS tracking system shall be provided to women workers to pick-up and drop near their residence;
4. The Occupier of a Factory shall provide separate toilet and washroom facilities;
5. The Occupier of a Factory with over 30 women workers shall provide crèche facilities or arrange crèche facilities from voluntary or other organizations during night shift;
6. The work place including passage towards conveniences or facilities concerning toilet, washrooms, drinking water, entry and exit of women or any area used by women workers should be well-lit, near the work place where women work and preferably have suitable provisions of closed-circuit television (CCTV) surveillance;
7. Boarding and lodging for women workers, where applicable, shall be kept exclusively for women under the control of women wardens or supervisors;
8. Dedicated telephone numbers of the establishment alongwith Government Toll-free Helpline number for Women (181) and Labour & ESI Department Helpline number 18003456703 shall be displayed prominently and conspicuously at the establishment and inside vehicles used for transportation of workers;

9. Any Occupier employing women during night shift, shall submit a Self-certification in the prescribed *pro forma*, electronically, in the designated portal of the Department, that he or she has provided all the facilities as mentioned in this Notification and shall take due care and diligence regarding the safety, security and dignity of women workers;
10. If any Factory fails to comply with the above conditions, then the Occupier and Manager of the said Factory shall be liable for penalty under section 92 of the Factories Act, 1948.

Self-Certification

Certified that I/we, ……....., Occupier / Manager of M/s…….....…., situated at ……, Dist……., bearing Registration No…… have complied all the conditions prescribed by the Government of Odisha for engagement of women workers during night shift in my/our factory.

Certified further that no woman worker has been engaged in my/our factory during night shift without her consent in writing.

I am / We are the authorised person(s) to submit the above declaration which is true to the best of my / our knowledge and belief.

I / We understand and acknowledge that if any of the aforementioned facts or information is found to be false, misleading or misrepresented, I/We shall be held liable for legal action as per applicable Acts and Rules.

Signature of the Manager
Name:
Mobile No.
e-mail ID
Date:

Signature of the Occupier
Name:
Mobile No.
e-mail ID
Date:

By Order of the Governor
CHITHRA ARUMUGAM
Principal Secretary to Government

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